



# A Wetherhaven Production

## Four Person Team Reflection

The four people that were drawn together to create the team I am on, seemed to click right from the start. We seemed to know that we were to be working together. Our team consists of the following members:

- John Inman
- Betsey Hartley
- George Miller
- Dana Anderson

## How we worked together

When we were to brain storm the initial cultural concepts, we as individuals were inclined to use a similar style. We traveled on others ideas well, allowed a variety of inputs without criticism, and we were distinctly non-linear, which certainly fits my style well.

On the second round of discussions where we were to consolidate our ideas and those of the others in the room into a set of cultural criteria, we struggled more. I am still not sure how we would have done this well assuming we did not do as well as I wanted. It was what I would consider a typical muddling process. I am sure we did not come out of this with a similar set of criteria. I used a model from my reading as well as some ideas I gained from another article I read on an organizations cultural personality as the foundation for my assessment tool.

George took the initiative to take all of the work we had done and type the results for the rest of us. In this way, we did have the same material from which to work. I am still unclear as to how to put the information we collected to use. It is going to take some more discussion within our team and the rest of the cohort to pull this together I believe.

## A synopsis of our collective brain storming

The Words

### Givens:

Product, location (town, state, country), plant, structure, layout, type of work, industry, age of team, religion, political [affiliation?], leisure activities

**Work place culture:**

Pace, control, hiring practice, structure, values, organizational structure, leadership/followership, insular belief system, management style, proactive/reactive, stability

**Mediated through:**

Workplace family, [family of origin] agreements, sub-culture

**Affective domain:**

Overwhelming, busy, frantic, crappy, demanding, mundane, dynamic, in-your-face, accepting, morale, [story telling], [creativity], [music]

**The Definition**

A dynamic relationship between [among] individuals within an organizational community and between [among] those individuals and the organizational attributes and constituencies working together toward a common outcome.

**Skills Needed for the Future:**

People skills, ethics, interpersonal skills, conflict resolution, persuasion, teaching, learning, empathy, basic skills [Math and Science], fiscal savvy, adaptability, research/analysis

**What did we learn?**

First impressions are important. Trust and rapport must develop early. There must be a common purpose or mission for two teams to connect. Adaptability is critical for any progress to occur.